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**LABOR DISPUTE SOLUTIONS, INC.**  
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**QUALIFICATIONS:**

- Listed on the National Mediation Board's Roster of Arbitrators.
- Over 49 years of railroad experience; 45+ years of rail industry labor relations experience.
- Extensive collective bargaining, arbitration, communications and legal writing skills.

**COLLECTIVE BARGAINING EXPERIENCE:**

- Over 13½ years as Assistant to the National President and Director of Research for the Brotherhood of Locomotive Engineers and Trainmen (BLET), until my retirement on December 31, 2021. Duties included drafting Section 6 notices for, and internal and external coordination of, BLET participation in national handling rounds beginning in 2009, 2014 and 2019. Reviewed hundreds of tentative/proposed collective bargaining agreements for compliance with BLET internal law and policy, drafting revised language where necessary.
- Part of BLE/BLET bargaining team for:
  - 2005 assumption of Los Angeles commuter service by Metrolink;
  - 2003 assumption of Boston commuter service by Massachusetts Bay Commuter Railroad;
  - the March 21, 2001 Agreement titled Revised Standards for Preemption of Collective Bargaining Agreements for Transactions Initiated Pursuant to Section 11323 of the Interstate Commerce Act (lead BLE negotiator); and
  - negotiations that led to enactment of The Railroad Retirement and Survivors' Improvement Act of 2001 (lead BLE negotiator).
- Author/co-author/editor for submissions in the following:
  - Presidential Emergency Board (PEB) No. 243 (BLET, et al. and NCCC, et al., 2011);
  - Arbitration Board No. 564 (BLE and NCCC, 1997), establishing a National Agreement certification allowance, in which I also testified as an expert witness concerning the impact on locomotive engineers of FRA-required certification;
  - PEB No. 232 (BLE and SEPTA, 1996);
  - PEB No. 231 (BLE and SEPTA, 1996), in which I also testified as an expert witness concerning the impact on locomotive engineers of FRA-required certification;
  - Last, Best Offer Interest Arbitration Board created pursuant to Pub. L 102-306 (BLE and Amtrak, O'Brien 1992), in which I also successfully argued the negative economic impact on passenger engineers of Amtrak's proposed introduction of an 8-within-9 overtime rule in the Northeast Corridor;
  - PEB No. 222 (BLE, et al. and Amtrak, 1992); and
  - PEB No. 218 (BLE and PATH, 1989).

**ARBITRATION EXPERIENCE:**

- From 2008–2021, I drafted scores of interpretations of provisions contained in BLET (and BLE) National Agreements dating back to 1952.
- 35 years' experience authoring/co-authoring/editing submissions in well over 100 discipline and grievance arbitrations for several unions—including BLE/BLET, Transport Workers Union of America, and Combined Counties Police Association (representing Metra Police)—and involving numerous freight, passenger and commuter railroads.

### **ARBITRATION EXPERIENCE (CONT'D):**

- 30 years' experience providing appellate representation—before the FRA's Locomotive Engineer Review Board, several administrative hearing officers, and two Federal Railroad Administrators—to locomotive engineers whose certification or recertification had been denied or whose certification had been revoked, pursuant to Subpart E (*Dispute Resolution Procedures*) of 49 C.F.R. Part 240.

### **REPRESENTATION DISPUTE EXPERIENCE:**

- Primary researcher for and drafter of *amicus* submission on behalf of BLE Passenger Coalition in support of BLE in National Mediation Board Case No. CR-6734 (2001-2002 Kansas City Southern Railway single-craft dispute).
- Assigned to legal team that successfully defended BLE National Mediation Board Case No. CR-6624 (1998-2000 Union Pacific Railroad single-craft dispute).
- Assigned to legal team that successfully prosecuted UTU in 1998 for violation of Article XX of the AFL-CIO Constitution in pursuing NMB Case No. CR-6624.

### **POSITIONS HELD:**

- 2008-2021 – BLET Assistant to the National President and Director of Research
- 2006-2008 – BLET Director of Regulatory Affairs
- 2005-2006 – BLET Legislative and Regulatory Assistant
- 2002-2005 – self-employed labor relations consultant
- 1999-2001 – BLE Director of Communications and Strategic Coordination
- 1996-1999 – BLE International Division Special Projects (independent contractor)
- 1987-1999 – railroad accident investigator and union liaison/consultant
- 1983-1987 – BLE Amtrak General Committee of Adjustment (independent contractor)
- 1977-1983 – Local Chairman, BLE Division 501 (New York City)
- 1972-1986 – locomotive fireman, then locomotive engineer for Penn Central Transportation Company; locomotive engineer for Consolidated Rail Corporation and New Jersey Transit Rail Operations (seniority retained through December 31, 2021)

### **EDUCATION:**

- 2010 – Cornell University ILR School Online Workshop titled *Effective Communications*;
- 2009 – Cornell University ILR School Online Workshop titled *Costing out the Contract*;
- 1989-1991 – Bucks County Community College, Newtown, PA (part-time); classes included U.S. labor history, economics, sociology, effective speaking (4.0 GPA);
- 1971-1972 – Carnegie-Mellon University, Pittsburgh, PA, electrical engineering; and
- 1971 – graduated Christian Brothers Academy, Lincroft, NJ, college prep curriculum.

### **ARBITRATION FEES:**

\$1,000.00 per day, plus customary and reasonable expenses, when necessary

### **REFERENCES UPON REQUEST**